

## BURTON WHITE

**Email:** burtondwhite@mac.com

**Present Occupation:** Arbitrator, Mediator, Facilitator

First Business Address:  
12395 SW 129<sup>th</sup> Ave.  
Tigard OR 97223-1872  
Phone: (503) 590-3535  
Fax: (503) 524-0997

Second Business Address:  
1626 Folsom Street  
San Francisco CA 94103-3723  
Phone: 1-800-476-1246  
Fax: (503) 524-0997

### PROFESSIONAL AFFILIATIONS:

American Arbitration Association  
Labor and Employment Relations Association

Association for Conflict Resolution

### EDUCATION:

BA Political Philosophy  
MA English and American Language and Literature

Boston University  
Boston University

### ARBITRATION/LABOR RELATIONS EXPERIENCE:

#### 1987-PRESENT:

**Arbitrator.** Arbitrate labor and employment cases (see industries and issues below).

**Mediator.** Mediate bargaining, grievance, discrimination and other employment disputes. Mediate agricultural disputes for Oregon and US Departments of Agriculture (including agricultural labor disputes).

**Other roles as neutral:** Managing Partner: Options for the Workplace, LLP, Constructive Approaches to Labor Management Relations; Executive Director, Partners In Construction Cooperation (Labor-Management Cooperation Committee in construction industry); Facilitator: Interest Based Bargaining in higher education, health services, and in metal trades. Election supervision: selected by parties to administrator collective bargaining elections.

#### PEVIOUS EXPERIENCE

**1985-1987:** Ad Hoc Mediator, Oregon State Conciliation Service; Adjunct faculty, University of Oregon Labor Education and Research Center.

**1979-1985:** Director of Labor Relations, Oregon Nurses Association.

**1969-1976:** Economic Consultant, then Director of Collective Bargaining, California Nurses Association.

**1963-1968:** Chapter Chairman, National Association of Broadcast Employees and Technicians, Local 51.

### INDUSTRIES:

Aerospace; agriculture; aluminum; chemicals; communications; corrections, construction; education; electronics; food (manufacturing/processing/service); foundry; health care; hotels/motels/casinos/resorts; hospitals/nursing home; housing/assisted living; local, state and federal governments, manufacturing; office workers/clerical; organizations; police and fire; postal service; prison guard; public works; pulp and paper; refrigeration/hvac; retail stores; shipbuilding/dry-dock; textile; transportation; utilities; warehousing.

### ISSUES:

Absenteeism; Arbitrability; Bargaining Unit Work; Conduct (Off-Duty)/Personal); Demotion; Discipline (Non-Discharge); Discipline (Discharge); Religious Discrimination; Sex Discrimination; Drug/Alcohol Offenses; Holidays; Insurance; Leave; Vacations; Job Performance; Job Posting/Bidding; Layoffs/Bumping/Recall; Management Rights; Past Practices; Performance Appraisals, Resignation, Retirement; Seniority; Strikes, Lockouts, Work Stoppages, Slowdowns; Subcontracting/Contracting Out; Tenure/Reappointment; Union Security; Holiday Pay; Job Classification & Rates; Overtime Pay; Vacation Pay; Work Hours/Schedules/Assignments.

**PERMANENT PANELS;**

Group Health Cooperative/UFCW 1001

Kaiser Permanente/SEIU 49

Kaiser Permanente/UFCW 555

State of Alaska/Alaska Public Employees Association

Communications Workers of America and Cingular Wireless (CWA District 7)

Kaiser Permanente/OFNHP-AFT

Kaiser Permanente/Oregon Nurses Association

Oregon Health and Sciences University/ONA

**ARBITRATION ROSTERS:**

AAA

FMCS

NMB

California

Idaho

Indiana

Hawaii

Los Angeles

Montana

Oregon

Pennsylvania

Washington

**PUBLISHED CASES:**

Links to arbitration cases are on the National Arbitration Center website. The URL is

<http://www.lawmemo.com/arb/arbitrator/white.burton.htm>**CERTIFICATION:**

Association for Conflict Resolution: Designated as Advanced Practitioner Arbitrator Labor and Employment.

**FEES:**

**Grievance Arbitration, Interest Arbitration and Fact-finding:** \$900.00 is charged for each day of travel, hearing, study, writing. A hearing day is any portion of a day up to eight hours. A portion of a day used for travel, research or preparation is prorated at \$112.50 an hour.

**Labor Mediation; Facilitation:** A per diem fee of \$1,0200.00 is charged for up to 8 hours in mediation or facilitation. Consultation and preparation is billed at \$150.00 an hour. Travel time is as in arbitration.

**Cancellation:** One day's fee is charged for each scheduled day if fewer than seven calendar days notice of cancellation is received. One-half of one day's fee is charged for each scheduled day if longer notice is given.

**Postponement:** No charge for first postponement provided notice is received at least seven calendar days before the first scheduled date and rescheduling for a date certain is addressed within thirty calendar days from date of notice. Otherwise, same as cancellation.

**Expenses:** Travel and office-related expenses are billed for reimbursement. The travel charges include airfare, car rental, food, lodging; office-related charges include long distance telephone, postage, photocopying, and secretarial assistance. Automobile mileage other than in a rental car is charged at the applicable IRS expense rate. Travel is billed as originating from office closest to site where service is provided.